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Department of Defense

# CIVILIAN MANPOWER STATISTICS



M04



March 31, 1994

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1994

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## FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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**TABLE 1**

**DoD Civilian Employment, by Function and Employment Status,  
According to Defense Component - March 31, 1994**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	913,722	294,748	274,576	198,146	156,252
DIRECT HIRE	864,638	256,895	264,277	190,167	153,299
INDIRECT HIRE	49,084	27,853	10,299	7,979	2,953
<b>TOTAL EMPLOYMENT</b>	<b>919,949</b>	<b>285,911</b>	<b>277,416</b>	<b>199,470</b>	<b>157,152</b>
DIRECT HIRE	870,865	258,058	267,117	191,491	154,199
INDIRECT HIRE	49,084	27,853	10,299	7,979	2,953
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	26,594	26,593	0	1	0
<b>TOTAL EMPLOYMENT</b>	<b>28,522</b>	<b>28,521</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	940,316	311,341	274,576	198,147	156,252
DIRECT HIRE	891,232	283,488	264,277	190,168	153,299
INDIRECT HIRE	49,084	27,853	10,299	7,979	2,953
<b>TOTAL EMPLOYMENT</b>	<b>948,471</b>	<b>314,432</b>	<b>277,416</b>	<b>199,471</b>	<b>157,152</b>
DIRECT HIRE	899,387	286,579	267,117	191,492	154,199
INDIRECT HIRE	49,084	27,853	10,299	7,979	2,953

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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**TABLE 2**

**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 90	30 SEP 91	30 SEP 92	30 SEP 93	31 JAN 94	28 FEB 94	31 MAR 94
MILITARY FUNCTIONS	1,073,227	1,044,300	1,003,209	935,875	920,426	918,039	913,722
DIRECT HIRE a/	997,197	974,169	942,516	884,216	870,935	868,724	864,638
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	49,491	49,315	49,084
ARMY	382,058	366,948	333,691	295,032	287,227	286,322	284,748
DIRECT HIRE	328,688	318,543	294,689	264,821	259,054	258,270	256,895
INDIRECT HIRE	53,370	48,405	39,002	30,211	28,173	28,052	27,853
NAVY	342,101	329,592	309,490	285,934	277,526	276,241	274,576
DIRECT HIRE	331,982	319,421	299,396	275,596	267,163	265,914	264,277
INDIRECT HIRE	10,119	10,171	10,094	10,338	10,363	10,327	10,299
AIR FORCE	249,862	233,491	214,796	201,991	199,315	199,327	198,146
DIRECT HIRE	238,831	223,319	206,144	193,745	191,315	191,345	190,167
INDIRECT HIRE	11,031	10,172	8,652	8,246	8,000	7,982	7,979
OTHER DoD ORGANIZATIONS c/	99,206	114,269	145,232	152,918	156,358	156,149	156,252
DIRECT HIRE	97,696	112,886	142,287	150,054	153,403	153,195	153,299
INDIRECT HIRE	1,510	1,383	2,945	2,864	2,955	2,954	2,953
CIVIL FUNCTIONS a/	27,258	28,252	29,474	28,535	26,208	26,412	26,594
(ALL DIRECT HIRE)	27,257	28,251	29,473	28,534	26,207	26,411	26,593
ARMY	1	1	1	1	1	1	1
AIR FORCE							
TOTAL MILITARY AND CIVIL FUNCTIONS	1,100,485	1,072,552	1,032,683	964,410	946,634	944,451	940,316
DIRECT HIRE a/	1,024,455	1,002,421	971,990	912,751	897,143	895,136	891,232
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	49,491	49,315	49,084

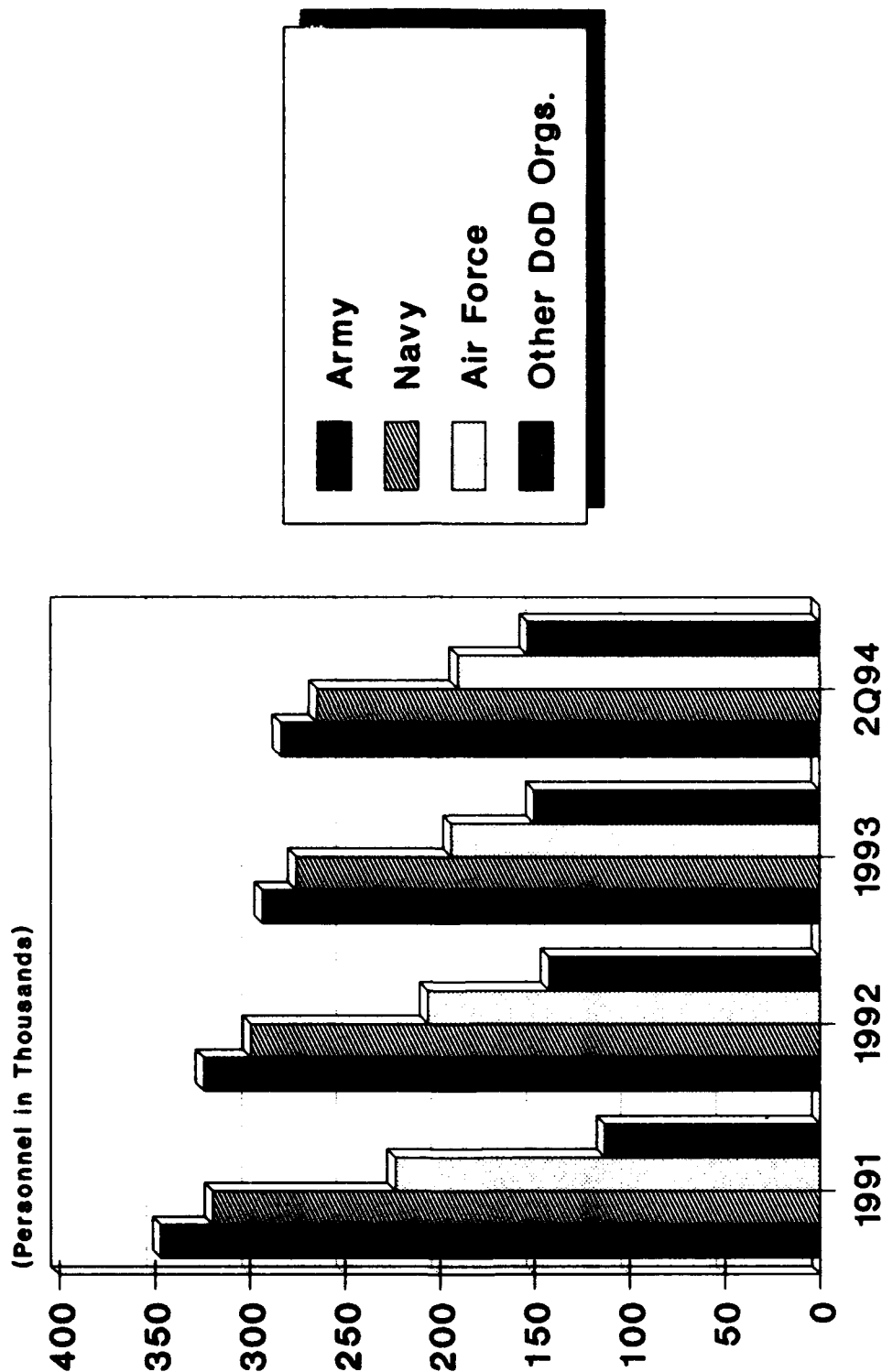
a/As reported officially to the Office of Personnel Management.

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/See Glossary for a list of Other DoD Organizations.

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# TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS

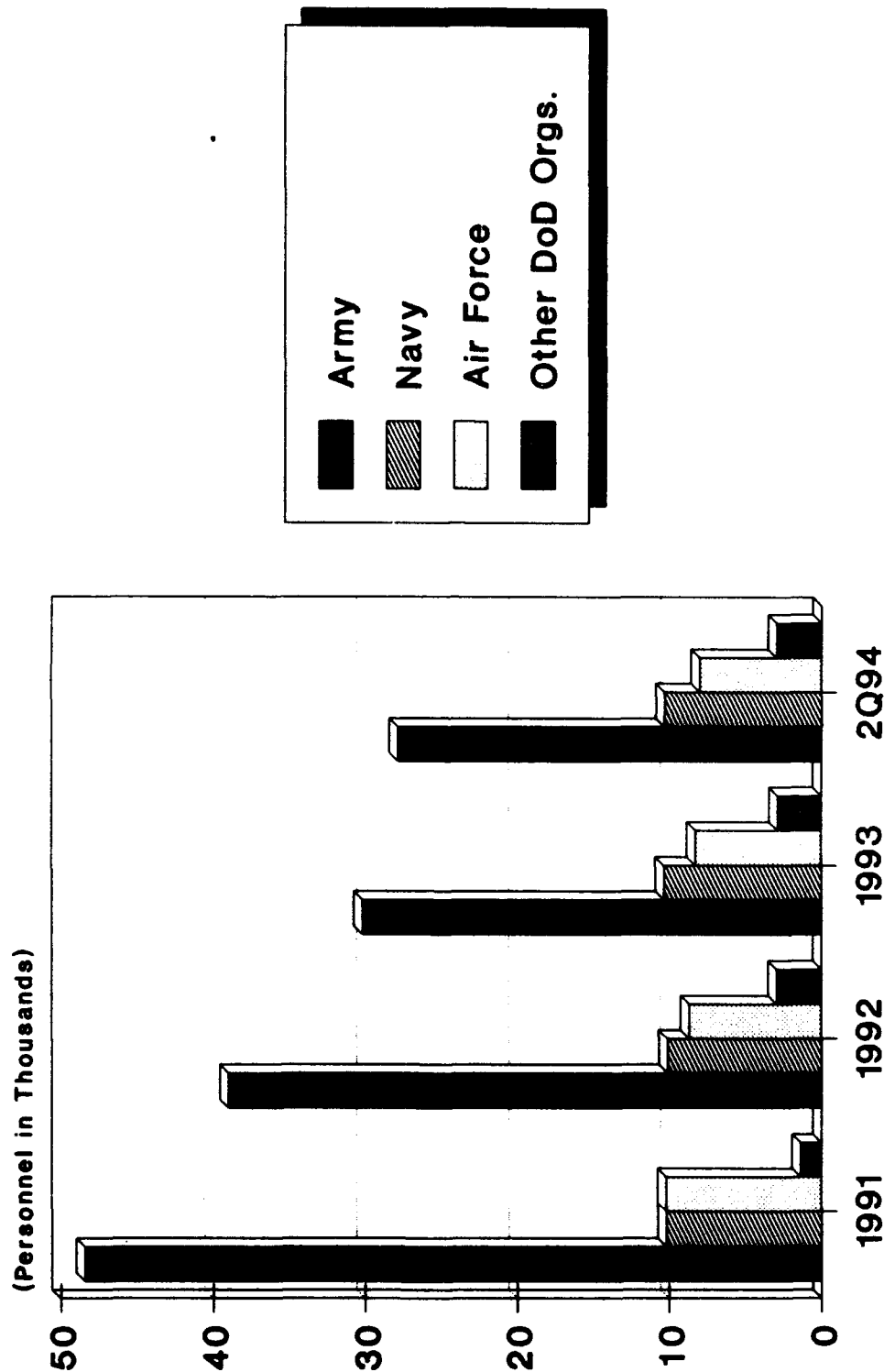


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Figure 1

FISCAL YEAR

# TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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Figure 2

FISCAL YEAR



TABLE 3

# DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, By Function and Defense Component

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 94	28 FEB 94	31 MAR 94		31 JAN 94	28 FEB 94	31 MAR 94
MILITARY FUNCTIONS							
ARMY	870,935	868,724	864,638	918,406	797,040	794,799	788,844
NAVY	259,054	258,270	256,895	293,577	231,529	230,800	229,269
AIR FORCE	267,163	265,914	264,277	268,399	253,908	252,522	250,703
	191,315	191,345	190,167	201,521	178,950	178,938	177,712
OSD & ORGANIZATIONS SERVICED b/							
DeCA	4,568	4,560	4,698	5,147	4,421	4,442	4,579
DCAA	18,978	18,978	18,978	19,295	9,851	9,851	9,851
DFAS	5,503	5,470	5,455	5,410	5,397	5,366	5,347
DISA	25,329	25,336	25,059	25,008	23,991	24,010	23,736
DIS	7,525	7,540	8,049	9,098	7,330	7,350	7,846
DLA	3,220	3,218	3,206	3,280	3,124	3,119	3,109
DMA	57,503	57,321	56,622	56,519	55,676	55,553	54,942
DNA	7,656	7,636	7,628	7,518	7,488	7,472	7,467
DSA c/	582	545	541	678	569	531	527
DoDEA	789	795	798	934	756	761	762
DoD IG	19,097	19,139	19,612	16,579	11,656	11,685	10,597
DICA d/	1,545	1,553	1,553	1,558	1,537	1,546	1,546
OSIA	279	275	275	2,486	273	269	268
USUHS	829	829	825	1,039	584	584	583
CIVIL FUNCTIONS							
ARMY	26,208	26,412	26,594	N/A	25,167	25,341	25,495
AIR FORCE	26,207	26,411	26,593	N/A	25,166	25,340	25,494
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	897,143	895,136	891,232	N/A	822,207	820,140	814,339

a/ See the Glossary for Component names.

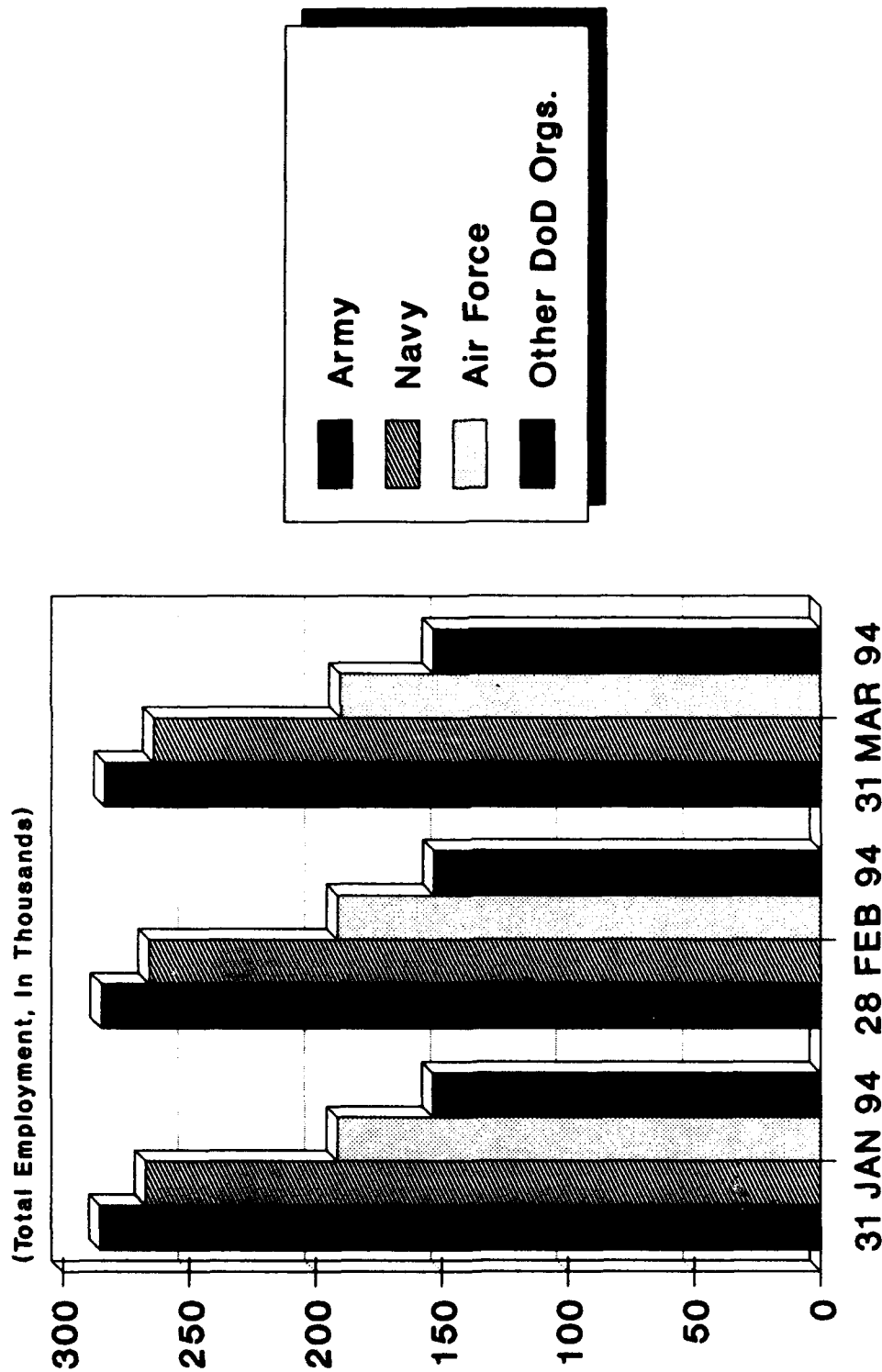
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel, by Component,  
(Excluding the Military Departments) - March 31, 1994 a/**

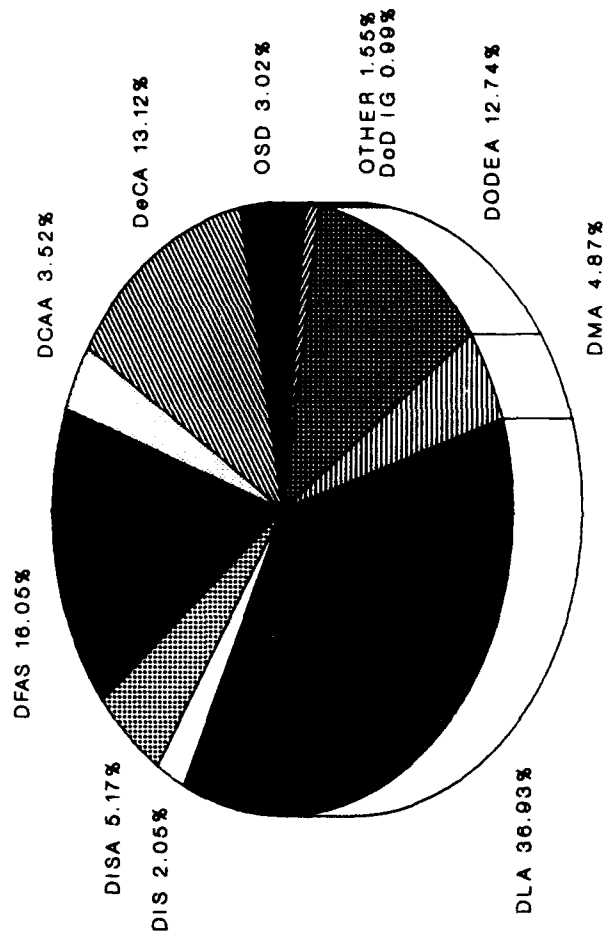
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,753 20,614 5,524	4,742 19,042 5,519	11 1,572 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	25,216 8,120 3,219	25,216 8,110 3,219	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	58,044 7,653 541	57,093 7,653 541	951 0 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY DEPARTMENT OF DEFENSE INSPECTOR GENERAL	799 20,015 1,554	799 19,612 1,553	0 403 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	275 825	275 825	0 0
<b>TOTAL</b>	<b>157,152</b>	<b>154,199</b>	<b>2,953</b>

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# **DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY COMPONENT MARCH 31, 1994**



**Excludes Military Departments**

**FIGURE 4**

**Washington Headquarters Services  
Directorate for Information  
Operations and Reports**

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,  
According to Defense Component - March 31, 1994 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	899,387	286,579	267,117	191,492	154,199
<b>BY STATUS</b>					
FULL-TIME	871,253	280,416	263,664	188,852	138,321
PART-TIME	21,112	5,694	3,161	2,339	9,918
INTERMITTENT	7,022	469	292	301	5,960
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	763,568	233,411	248,355	154,433	127,369
EXCEPTED AND SES	135,819	53,168	18,762	37,059	26,830
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	827,009	257,910	253,485	178,880	136,734
TEMPORARY/INDEFINITE	72,378	28,669	13,632	12,612	17,465
<b>BY CITIZENSHIP</b>					
U. S. CITIZENS	880,712	276,021	263,699	188,304	152,688
NON-CITIZENS	18,675	10,558	3,418	3,188	1,511
<b>BY LABOR CATEGORY</b>					
SALARIED	662,428	222,426	184,889	126,904	128,209
WAGE BOARD	236,959	64,153	82,228	64,588	25,990

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1994 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	899,387	286,579	267,117	191,492	154,199
UNITED STATES	832,356	259,722	255,185	182,469	134,980
BY LOCATION					
WASHINGTON, D.C., SMSA c/	86,057	25,143	35,296	5,715	19,903
REMAINDER OF U. S.	746,299	234,579	219,889	176,754	115,077
BY LABOR CATEGORY					
SALARIED	605,556	199,143	176,860	118,867	110,686
WAGE BOARD	226,800	60,579	78,325	63,602	24,294
BY CITIZENSHIP					
U. S. CITIZENS	831,877	259,469	255,090	182,451	134,867
NON-CITIZENS	479	253	95	18	113
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	8,036	1,245	4,707	861	1,223
WAGE BOARD	4,403	882	2,208	424	889
BY CITIZENSHIP					
U. S. CITIZENS	3,633	363	2,499	437	334
NON-CITIZENS	8,012	1,240	4,697	859	1,216
	24	5	10	2	7
FOREIGN COUNTRIES					
B'' LABOR CATEGORY	58,995	25,612	7,225	8,162	17,996
SALARIED					
WAGE BOARD	52,469	22,401	5,821	7,613	16,634
BY CITIZENSHIP	6,526	3,211	1,404	549	1,362
U. S. CITIZENS	40,823	15,312	3,912	4,994	16,605
NON-CITIZENS	18,172	10,300	3,313	3,168	1,391

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - March 31, 1994**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
BELGIUM	755	703	0	2	50
GERMANY	26,891	21,280	0	3,824	1,787
GREECE	111	0	0	89	22
GUAM	4	0	4	0	0
JAPAN	16,968	3,315	9,365	3,798	490
KOREA	2,232	2,232	0	0	0
LUXEMBOURG	21	21	0	0	0
MALAYSIA	4	0	0	0	4
NETHERLANDS	655	294	0	61	300
PHILIPPINES	89	0	0	0	89
SPAIN	1,168	8	930	205	25
UNITED KINGDOM	186	0	0	0	186
<b>TOTAL</b>	<b>49,084</b>	<b>27,853</b>	<b>10,299</b>	<b>7,979</b>	<b>2,953</b>

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.



Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

- \*Office of the Secretary of Defense (OSD)
- \*Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \*U.S. Court of Military Appeals
- Uniformed Services University of the Health Sciences (USUHS)

#### Department of Defense Agencies:

- \*Advanced Research Projects Agency (ARPA)
- \*Ballistic Missile Defense Organization (BMDO)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \*Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \*Defense Security Assistance Agency (DSAA)
- \*\*Defense Support Activities (DSAs)
- On-Site Inspection Agency (OSIA)

NOTE: \*Organizations serviced by OSD.  
\*\*Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*\*Defense Civilian Personnel Management Service (DCPMS)
- \*Defense Medical Programs Activity (DMPA)
- \*Defense Prisoner of War/Missing in Action Office (DPMO)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \*\*\*Drug Interdiction and Counter-Narcotics Account (DICA)
- \*Office of Civilian Health and Medical Program  
for the Uniformed Services (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. COMPETITIVE SERVICE - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. EXCEPTED SERVICE - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE: \*Organizations serviced by OSD.

\*\*Organization serviced by DLA.

\*\*\*Organization serviced by Military Services and selected DoD organizations.

Salariat Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)